The Board Of Trustees
John Jacobson ...........................................President
Michelle Monaco .................................Vice President
Jill Boone ............................................Treasurer/Registrar
Mark Spencer .......................................Secretary/Member
Steven Kudlicky .................................Chairman of the Board
Lori Bohon ..........................................Trustee/Representation
Danny Boyd .........................................Representative
David Dager .........................................Trustee/Representation
Brian Miller .........................................Representative
Gregory Moots .....................................Representative
Bruce Plassen ......................................Representative
Joe Petruzzello .....................................Trustee
طور Plassen .........................................Representative

The PLEA Legal Resources
Michael Napier ....................................Legal Counsel
Loretta R. Leka .....................................Legal Counsel
Anthony Contoy ....................................Legal Counsel
(602) 248-9107
www.napierlawem.com

The PLEA Office Staff
Arline Vakarian ....................................Office Manager
Leigh Ann Bennett .................................Account Manager
JoAnn Goldard .....................................Membership Services
Debbie Webster .....................................Membership Services
Melissa Solimeno ..................................Membership Services

The Recap Staff
Julia Jacobson .....................................Managing Editor
Michelle Monaco .................................Editor
Bill Stude ...........................................Publisher

If you have a grievance
Attempt to resolve the matter informally with your supervisor.

If you are being investigated
All interviews once you have been given an NOI.

If you are being investigated
All memos or paperwork related to the investigation.

TRUTHFULLY
Answer all questions related to the investigation.

If you are a civilian employee or a police officer supervising an Investigative Interview or interrogation, you may have PLEA representation during that interview.

Call for representation as soon as possible.
Another Point of View
Subject: April 2006 RECAP

John.

I have been a member of the Phoenix Police Department for just under 18 years and a supervisor for about 11 years. I try my best to ensure that the people I supervise enjoy their work place and are afforded the resources they need to do their jobs well and safely. I go out of my way to ensure our employees the benefits of the deal when treated with discerning honor and also feel the "feel" of my employees accessible for their needs. Occasionally, this work is much harder than it would appear, so conditions are not always black and white. I have always found myself at odds with many of my peers and even supervisory management and do my best to hold my ground for the greater good. I am a firm believer that FSPA is a worthy attribute and that your organization's acceptance should be renewed. I also do my best to work with your membership and board of directors, but that I have a good understanding of the issues and challenges that you as the president of an organization represent a much greater that is not always related to its goals and is in many ways very hard to keep happy. Because of this, I want to ensure that I am not working on personal and have developed a thick skin. Yes, after the most recent RECAP, I find it disheartening to think that the organization changed with representing the city's law enforcement officers would allow itself to be represented by childish and unprofessional articles such as "Down the Rabbit Hole."

John, I hope no one with anyone disagreeing with me and even tries to agree with the disrespectful things of a poorly informed author, but I find it disturbing that our employees are not represented. This issue was not black and white, but it was one that needed to be dealt with fairly and in such a field, as to have no doubt that unprofessional behavior on any level was not acceptable. I am not trying to make enemies and welcome input at all levels and do this for the benefit of all. If Mark, you or any other member of your board, want to know what went into my decision and why it was made in the manner that it was, please call me and we can sit down and talk about it. I think it would be impossible to manage this issue and examine what FSPA policy this would be equally irresponsible not to speak up when all sides of an employee's career are not fairly represented. I truly hope to hear from you as soon as possible to clear this issue. I am monitoring my cell which I waver 2-4.

Sincerely, Chic Gideon

RECAP PAGE 7

Member Discounts:

- Busch Gardens:
  - $25 Adult; $19 Child (ages 3-11)

- Sea World Orlando:
  - 1 Day Adult: $59 Child: $40 (ages 3-9)

- SeaWorld San Diego:
  - 2 Day Adult: $79 Child: $59 (ages 3-11)

- Wild Animal Park:
  - $21 Adult; $11 Child (ages 3-11)

- Universal Studios Hollywood:
  - 1 Day Adult or Child: $41

- Knotts Berry Farm:
  - $24 Adult; $16 Child (ages 3-11)

- Six Flags Magic Mountain:
  - $27 Adult; $16 Child; $13 Child (ages 3-9)

- Legoland:
  - $33 Adult; $18 Child; $13 Child (ages 3-9)

NEW MEMBERS

Matthew Andrews
Shane Figueroa
Ashley Gagnon
Raul Hernandez
Laurada Lopez
Daniela Moreno
Sean Munir
Michael Neals
Adam O'Connor
Jason Redding
Courtney Riggs
Lynne Rivera
Richard Sauvace
Toby Speas

Mark your day planner and attend the membership meetings on the last Tuesday of every month at 7:30, 12:30, and 5:30. The next board meeting is on July 19, 2006 and members can attend at 8:30 am.
ANNOUNCEMENT #0606A

POSITION TITLE: Special Agent, Investigations and Inspections - Urban Tribes

LOCATION: 202 E. Earl Dr., Suite 200
Phoenix, Arizona 85012

RECRUITMENT TYPE: Uncovered; not part of the State Merit System – Full-time

SALARY RANGE: $45,850

RESPONSIBILITIES: Will be responsible for monitoring Tribal Gaming Operations in compliance with the provisions of the Tribal-State Compacts and applicable state and federal laws. Responsible for investigating all allegations of misconduct on the part of the management of the Tribe's Gaming Operations, including but not limited to: The Tribe's employees, agents, and/or contractors; any person or persons associated with Tribal Gaming Operations; and any person or persons associated with the operation of the Tribe's Gaming Operations who have engaged in or are suspected of violating the Tribal-State Gaming Compacts. Conducts investigations of persons or entities associated with the Gaming Industry in Arizona; Write investigative reports. Testify in various venues, depending on the nature of charges or litigation involved.

MINIMUM QUALIFICATIONS: Unrestricted AZPost certificate is required.

WORK SCHEDULE: Full-time
Monday – Friday may also include holiday and weekends with variable work hours. Instate travel is required.

APPLICATION DEADLINE: Friday, July 14, 2006

APPLY TO: Arizona Department of Gaming
6101 E. McDowell Road
Human Resources
285-9980, ext. 310

POSTING DATE: Thursday, June 15, 2006

Job Opportunity

LAW OFFICES OF MICHAEL NAPIER, P.C.

MICHAEL NAPIER has been representing Phoenix police officers for over 30 years. Mr. Naper is one of the most experienced labor and personal injury attorneys in Arizona. He has successfully defended thousands of officers and the survivors of officers in obtaining just and fair settlement for injuries and losses.

JANET FEITZ has been an attorney for over 25 years. Most recently, Ms. Feitze has been an administrative hearing officer in discipline hearings and other employment matters before boards and commissions.

ANTHONY COURT has focused his practice primarily on personal injury and wrongful death lawsuits in which he has served as plaintiff's counsel. He has experience in cases dealing with product liability, negligence, government entities and similar lawsuits, to name a few.

In addition to the services provided to PLEA members in an effort to protect their careers, the Law Offices of Michael Napiers PC, provide the following:

- Personal injury recovery for off duty injured personnel
- Representation of members of the PLEA legal panel
- Free prelubrication of officers' estates for line-of-duty death
- Free consultations to members on any matter, and
- Referral to attorneys or specialists for matters not covered by the PLEA legal plan.

2535 E. Arizona Flintridge Circle Suite 138
Phoenix, AZ 85018
(602) 349-4387 • 1-800-454-9999 • www.napierfeitz.com

On June 7, 2006 PLEA submitted a complaint to the Management Review Committee (MRC) at the Hotline regarding issues over concerns about the testimony of Commander William Louis at a Phoenix Employment Relations Board (PERB) hearing. The hearing was held on Friday, May 19, 2006 to determine whether or not the hearing was filed by PLEA against the department over their conduct in an internal investigation.

On May 19, 2006 a PLEA member came to PLEA with concerns over the testimony of Commander Glen Gardner at a DUI hearing. PLEA Secretary Mark Spencer advised the member that he was on his own and he would have to subpoena Commander Gardner. Mr. Spencer also told the member he could review the court recorded testimony and listened to it. Based upon what he heard, he did not feel that there were problems with his testimony. PLEA did however have concerns over the declaration by the commander of an “unwritten policy” not to sit on bars to enforce DUI. You may recall the concern over the “unwritten policy” was addressed in the Spring 2006 issue of PLEA. Meanwhile, it was never made aware of the concerns regarding Commander Gardner’s testimony and initiated an investigation into the matter which resulted in a request to interview Spencer. Over the following couple of weeks, PSEA requested to interview Spencer because of a belief by PSEA Commander Louis that Spencer “had something to hide.” PSEA and Spencer objected to this interview on the grounds that: 1) Spencer is an elected Board member of the Association and has a right to conduct union business with the membership without undue interference by the department per the Meet and Confer Ordinance. 2) Calling a Board member down and ordering them to divulge the names of members of the Association or make comments relevant to the current investigation of misconduct on the part of the management would create a “chilling effect” on members coming forward, thereby reducing our ability to hold the department accountable. PLEA and Spencer requested the interview for the interrogation until Spencer was given a direct order to appear with which he complied with under threat of discipline. The hearing was eventually suspended and the interview over internal PLEA operations, having nothing to do with Gardner’s testimony. The final investigator asked the questions related to the internal conduct of the clause that had been raised. The Board member had heard recordings, he did not feel there were any problems with Gardner’s testimony. On May 11, 2005 the department forwarded written comments and suggestions to MRC, which ultimately were informed of the charges. He believed that there were no problems, and the hearing was conducted on October 26-27, 2005.

It was at the hearing that our concern over the testimony of Commander Louis occurred. I will not go into detail about the testimony at this time so as not to prejudice or interfere with any potential criminal investigation. However, you should know that there are some areas where, in our opinion, you have a legal obligation to investigate as a result of the MRC hearing.

MRC has most probably never heard of the MAC/HIC before so I will give a brief explanation of what it is. The MAC/HIC was instituted on November 3, 1977 via City Manager’s Letter #608 issued by then City Manager Marvin A. Andrews in order to insure the integrity of governmental operations of the City of Phoenix. Not a bad idea. So, why did PLEA feel the need to go to the MAC/HIC instead of the department reference the alleged misconduct? First, PLEA did go to the department on several occasions and was told it was a non-issue and they had no intention of doing anything with it. Not long after the department denied the Louis’ testimony were discussed internally. On 12-5-05, I, along with the PLEA President
The Golden Ticket

By Mark Spencer

I'm sure I'm not the only one who has ever found themselves in a sticky situation where they felt they were entitled to a golden ticket. But have you ever found yourself in a situation where you felt you deserved a golden ticket, but you were not granted one? This is exactly what happened to me.

Recently, I was working on a project for my company and I was tasked with designing a new logo for our website. I put in a lot of time and effort, and I was excited to see how everyone would react to it.

However, when I presented the design to my boss, she was not impressed. She said it was too complicated and that it didn't represent our company well. I was crushed.

I felt like I had done everything right and that my hard work should have been recognized. I felt like I deserved a golden ticket, but I wasn't granted one.

In this situation, I realized that sometimes we can be our own worst critics. We can be so hard on ourselves that we forget to give ourselves credit for our hard work.

This experience taught me an important lesson about self-compassion and self-acknowledgment. It's okay to be proud of yourself and to give yourself credit for your achievements.

In conclusion, when you feel like you deserve a golden ticket but don't receive one, remember to give yourself credit for your hard work. You deserve it!